

EXHIBIT 1

IN THE EMPLOYMENT TRIBUNALS
LONDON CENTRAL

Case No: 2203693/2019

RICHARD BOWLEY

Claimant

-and-

RIO TINTO LONDON LIMITED

Respondent

WITNESS STATEMENT OF RICHARD BOWLEY

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I, Richard Bowley of 1 Hazledown Close River, Dover, Kent CT17 0NJ, will say as follows:

My Direct Knowledge of the Facts

1. The matters I refer to below are true and within my direct knowledge unless otherwise stated. I refer to the Respondent as "the Company" or "Rio Tinto". The subject project is the Rio Tinto Oyu Tolgoi ("OT") Underground Expansion Project in Mongolia. This is a major strategic project for Rio Tinto.

Other Sources of Evidence

2. The primary sources of the information set out in this statement are:
 - 2.1 Craig Kinnell, who recruited me;
 - 2.2 Rosemary Fagen, to whom I reported temporarily when Craig fell ill. . After Craig went on sick leave Andrew Russell was temporarily appointed to fill the role, but I had no interaction with Andrew during this period;
 - 2.3 Local Site Managers at OT, with whom I had dealings;
 - 2.4 The Project Document Register for OT;
 - 2.5 The Project Monthly Report Register for OT;
 - 2.6 My personal data processed by the Respondent in London;
 - 2.7 Emails and other documents retained by me; and
 - 2.8 DSAR disclosure material provided by Rio Tinto (heavily redacted).

Sources (2.4) and (2.5) comprise some 58,000 documents.

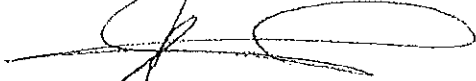
3. I have retained a copy of Items (4) and (5) to guard against attempts by Rio Tinto to discredit me or to stifle my reports and have only done so for the purpose of this litigation and as a protective measure. My impression has been that through

personnel within RT C&D about me speaking to/working with stakeholders and the Mongolian government is very clear.

I make this Statement believing the contents to be true.

Dated this

15th day of March 2020

A handwritten signature in black ink, appearing to be 'Richard Bowley', written over a horizontal line.

Richard Bowley